

# HSS PROSERVICE GENDER PAY REPORT 2023

Our colleagues are at the heart of our business, and every day they go above and beyond to deliver a market leading service to our customers. In return, we are committed to creating a diverse and welcoming workplace, where everyone is treated fairly, rewarded for their hard work, and given the learning and development opportunities they need to build a fulfilling and lasting career with us.

## UNDERSTANDING OUR BUSINESS & INDUSTRY

Over the past few years, we have been committed to increasing the number of female colleagues within our business.

The hire industry, and many of our customer industries such as construction, are generally predominantly male but we are passionate about challenging this, and creating more opportunities for female colleagues to join our business and build rewarding careers.

HSS ProService is now 29% female, which beats our HSS Hire Group target of 25% female colleagues by 2025.



% of HSS Male colleagues



% of HSS Female colleagues

## THE PAY GAP

The data demonstrates a pay gap in favour of male colleagues, which isn't where we want to be but is still ahead of the UK national average pay gap of 14.3%.

The gap can be attributed to the majority of female colleagues working in lower paid roles.

% PAY GAP	2023
Mean	-5.60%
Median	7.45%

% GENDER SPLIT BY PAY BAND	2023	
	MEN	WOMEN
Lower	64.58%	35.42%
Lower Middle	66.67%	33.33%
Upper Middle	72.92%	27.08%
Upper	79.17%	20.83%

## COLLEAGUES RECEIVING A BONUS

Our bonus schemes are reviewed regularly, and where male and female colleagues are in comparable roles, they have the potential to earn the same level of bonus based on their individual performance. The gap here can be attributed to the majority of our senior team being male, and attracting higher levels of bonus payment.

### % of colleagues receiving bonus pay



77.94

% of  
HSS Male  
colleagues



70.54

% of  
HSS Female  
colleagues

### % Median & Mean bonus gap

% BONUS GAP	2023
Median	26.64%
Mean	56.77%

% difference between Male & Female HSS colleagues

## OUR COMMITMENT TO EQUALITY

Over the past few years, we've reviewed and implemented changes to working patterns across some of our roles and teams, creating more flexibility and hybrid working options for colleagues, which we've found has helped us attract more females into our business.

### MATERNITY SUPPORT

We are committed to providing comprehensive support to female colleagues taking maternity leave to ensure they get what they need before and during their leave, as well as upon their return to work. Of the colleagues taking maternity leave in 2023 over 92% chose to return to their roles.

### FLEXIBLE WORKING

Between February 2023 and 2024, 93% of flexible working requests were from female colleagues, and 97.5% of these were accepted. The one application we did not accept, we were able to support the colleague into a different role where her application could be accommodated.

This demonstrates our commitment to ensuring we have an open approach to considering flexible working applications which can create more opportunities for women with childcare commitments to join our business.

### ED&I STEERCO AND COLLEAGUE COUNCIL

Our ED&I steerco comprises senior leaders from across our Group business who meet quarterly to discuss key ED&I initiatives and ensure we are making progress against our targets and strategy. They are supported in this by our ED&I colleague council, comprised of volunteers with a passion for driving diversity. They meet monthly and help to drive engagement and communications activities based on key awareness campaigns, religious holidays and celebration days from different nations which our colleagues care about or celebrate outside work.

These activities and initiatives demonstrate our commitment to fostering a workplace and industry which welcomes all, regardless of factors like gender, and this will be continue to remain a key focus for us in 2024 and beyond.